



2016 – 2017 ANNUAL REPORT

Board of Directors

Steve Sellars	President	West Texas A&M University
Scott Maynard	Executive Vice President/ President-Elect	Mississippi State University
Kelly Harper	Immediate Past President	Cincinnati State Technical and Community College
Dan Cayse	Vice President Finance and Development/Treasurer	Retired, Cincinnati State Technical and Community College
Connie Dietz	Vice President Professional Development	Wichita State University
Dawn Koeltzow	Vice President Marketing and Membership	Bradley University
Sarah Burrows	Vice President Research & Surveys	Lasell College
Tracey Dowling	Vice President Cooperative Education Program Network	Florida State University
Hollis Zehnder	Vice President Employer Program Network	The Walt Disney Company
Jessy Jones	Vice President Two-year College Program Network	Sinclair Community College
Maria Kruger / Molly Thompson	Vice President Internship Program Network	Southwestern University MSU Denver
Jose Pereira	Vice President Global Network	University of Toronto
Veronica Porter	Vice President, Region 1 – Northeast	Northeastern University
Penelope Grob	Vice President Region 2 – Mid-Atlantic	La Salle University
Julie Hutt	Vice President Region 3 – Southeast	University of South Carolina
Anderson Lee	Vice President Region 4 - Midwest	Creating IT Futures
Andrew Harper	Vice President Region 5 - Southwest	St. Edwards University
Sarah Muzzy	Vice President Region 6 – Mountain/Plains	Wichita State University
Al King	Vice President Region 7 – West	Lane Community College
Dawn Koeltzow	2016 Conference Chair	Bradley University
Molly Thompson	2017 Conference Chair	Metropolitan State University of Denver
David Caffo	2018 Conference Chair	Wilmington University

Ex Officio Officers

Peggy Harrier	Association Manager	Retired, Cincinnati State Technical and Community College
Carmen Diaz	Development Associate	Retired, Valencia College
Patricia Bazrod	Member Development and Retention	Georgia Institute of Technology
Michael Sharp	Editor, Experience Magazine	University of Cincinnati

2017 CEIA Award Recipients

<u>Chair</u>	<u>Award</u>
Kelly Harper	Dean Herman Schneider Award (Educator) Dr. Paul J Stonely, WACE
Hollis Zehnder	Charles Kettering Award (Employer) Chris Burns, Delphi Electrical/Electronic Division
Tracey Dowling	Cooperative Education Student Achievement Award Zachary A. Springer, Pennsylvania State University
Maria Kruger	Internship Student Achievement Award Eryka Williams, University of Central Arkansas
Jessy Jones	Two Year Student Achievement Award Jacob Kokoshka, County College of Morris
Sarah Burrows	Ralph W. Tyler Award (Research and publication) Not Awarded
Sarah Burrows	James W. Wilson Award (Advocacy of research activity) Dr. Cheryl Cates, University of Cincinnati
Scott Maynard	Best Practices Award (Innovative program solutions) Jennifer Blythe, Florida Atlantic University

President

Steve Sellars

West Texas A&M University

Committees:

Executive Committee:

Kelly Harper, Past President- Cincinnati State

Scott Maynard, President Elect – Mississippi State University

Dan Cayse, Vice President of Finance & Development - Retired, Cincinnati State

Accomplishments:

- Filled VP of Marketing vacancy
- Coordinated summer board meeting
- Recruited Carmen Diaz to fill development associate position
- Coordinated monthly Executive Committee calls to handle CEIA business
- Worked with Peggy to coordinate board meeting details
- Wrote letter for new members
- Assisted in promoting Experience Magazine
- Prepared agenda for Denver board meeting
- Coordinated Denver board meeting
- Prepared agenda for winter board meeting
- Assisted Wilson award committee
- Coordinated winter board meeting
- Followed up with winter board meeting and helped communicate details
- Assisted Experience magazine committee
- Filled VP of Internships vacancy
- Got WTAMU to be a sponsor for CEIA conference
- Encouraged Experience Magazine to man a table at conference promoting magazine and recruiting volunteers
- Encouraged Experience Magazine to provide content for description on web page
- Contacted past VP of Internships to help with transition
- Assisting in recruiting new people to serve on Audit committee
- Preparing board meeting agenda for conference

Executive Vice President/President-Elect

Scott Maynard

Mississippi State University

Committees:

Executive Committee:

Steve Sellars, West Texas A&M University

Kelly Harper, Cincinnati State University

Dan Cayse, Retired, Cincinnati State University

Audit Committee:

Veronica Porter, Northeastern University

Kent Phillips, The Walt Disney Company

Julie Hutt, University of South Carolina

Accomplishments:

- Organizing the 2016 meeting of the Audit Committee
- Finalizing CEIA Journal electronic storage contract with University of Waterloo
- Negotiated Virtual Career Fair Contract with CareerEco
- Best Practice Award
 - Reviewed two nominations for the award
- Continued work with connecting to the ACT Foundations work on the Working Learner.
- Worked with Site Selection Committee
 - Final AV Contract Negotiations for 2018
 - Final City Site Locations for 2019
- Oversaw Conference Committee

Immediate Past President

Kelly Harper

Cincinnati State Technical and Community College

Committees:

Nominating Committee:

Penny Grob – La Salle University

Julie Hutt – University of South Carolina

Andrew Harper – St. Edward's University

Accomplishments:

- Facilitated nominations process resulting in a full slate of nominees
- Facilitated the selection of awardee for the Dean Herman Schneider Award
- Served on the Executive Committee
- Served as the lead contact person for the awardees regarding logistics for the 2017 Conference

Vice President, Finance and Development

Dan Cayse, CPA

Retired, Cincinnati State Technical and Community College

Accomplishments:

- Prepared and balanced the annual budget and submitted it to the board for approval.
- Prepared periodic financial reports and presented them to the board.
- Prepared and submitted financial records and documents to the 2015-2016 Audit Committee.
- Worked with the conference chair and association manager on the financial management of the 2016 Annual Conference.
- Prepared the annual tax return, Form 990 and supporting schedules, presented it to the board for review and submitted it to the Internal Revenue Service.
- Completed and filed Forms 1099-Misc and Form 1096 for the association and submitted them to Internal Revenue Service
- Prepared and submitted the annual report for nonprofit organizations for the State of Indiana
- Completed the Charitable Organization Registration with the State of Ohio and submitted the 2016 annual report.
- In the role of treasurer, maintained detailed records and managed the finances of CEIA working closely with the association manager and the executive committee of the board.
- Prepared the final consolidated summary financial report for the fiscal year ended, May 31, 2016 that is included in this Annual Report.

Treasurer

Dan Cayse, CPA

Retired, Cincinnati State Technical and Community College

COOPERATIVE EDUCATION & INTERNSHIP ASSOCIATION, INC.

INCOME STATEMENT (CASH BASIS)

FOR THE YEAR ENDED, MAY 31, 2016

INCOME

MEMBERSHIP	\$ 85,895
PROGRAM SERVICES (Conference & Training)	150,066
STUDENT ASSISTANCE FUND	1,300
OTHER INCOME	<u>159</u>
TOTAL INCOME	\$ 237,420

EXPENSE

ADMINISTRATION	\$ 79,564
PROGRAM SERVICES	95,864
BOARD TRAVEL & MEETINGS	28,709
PROGRAMS & PROJECTS	<u>11,232</u>
TOTAL EXPENSE	\$ <u>215,369</u>

EXCESS REVENUE OVER EXPENSE	\$ <u>22,051</u>
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COOPERATIVE EDUCATION & INTERNSHIP ASSOCIATION, INC.

BALANCE SHEET (CASH BASIS)

MAY 31, 2016

ASSETS

CASH	\$ 252,513
ACCOUNTS RECEIVABLE	<u>73,892</u>
TOTAL ASSETS	\$ <u>326,405</u>

EQUITY

RETAINED EARNINGS, MAY 31, 2015	\$ 304,354
EXCESS REVENUE OVER EXPENSE	<u>22,051</u>
RETAINED EARNINGS, MAY 31, 2015	\$ <u>326,405</u>

Vice President, Professional Development

Connie Dietz

Wichita State University

Committees:

Professional Development Committee:

Patty Bazrod, Georgia Institute of Technology

Scott Maynard, Mississippi State University

Accomplishments:

- Restructured NAWL to CEIA Academy focused on people new to the field
- Planned, facilitated, conducted the new CEIA Academy, June 2016, Vail, CO
- Attended final CEIA Board of Directors meeting in January 2017

Vice President, Marketing and Membership

Dawn Koeltzow

Bradley University

Committees:

Digital Marketing Committee:

Cara Doyle, North Carolina State University

Andrew Harper, St. Edward's University

Jo Hickman, Dixie State University

David Schwartz, Bradley University

Blog Committee:

Katy Arenschield, The Ohio State University

Amy Barber, Stetson University

Debra Barrick, Indiana University-Purdue University Fort Wayne

Eric Hall, Endicott College

Brian Hirsch, University of North Texas

Kate Darcy Hohenthal, University of Hartford

Kathryn Jordan, Virginia Tech

Demeterius Smith, University of South Carolina

Keith Smith, Kent State University

Webinar Committee:

Kelly Harper, Cincinnati State Technical and Community College

Eric Price, Central Piedmont Community College

David Snow, Drexel University

Hollis Zehnder, Walt Disney Company

Accomplishments:

- Marketed CEIA resources and events through multiple channels
- Coordinated News Briefs and Announcements
- Created the Blog Committee, posted ten articles submitted by members, and marketed the new resource
- Worked with committee members on digital marketing strategies
- Coordinated efforts for the Digital Lounge at the 2017 Conference
- Monitored social media accounts
- Organized a webinar committee to plan free programming for CEIA members
- Developed plans for a Committee Member Recognition Event at the 2017 conference
- Served on Hotel Site Selection Committee and Conference Committee

Association Manager

Peggy Harrier

Retired, Cincinnati State Technical and Community College

Membership Annual Report

- Total 2016 members: 694
- Total 2015 members: 675
- Total 2014 members: 701
- Total 2013 members: 649
- Total 2012 members: 611
- Total 2011 members: 641
- Total 2010 members: 668
- Total 2009 members: 629
- Total 2008 members: 760
- Total 2007 members: 729

Regional breakdown of 2014 members:

	<u>Total</u>	<u>Lifetime</u>
Region 1:	121	6
Region 2:	82	6
Region 3:	143	9
Region 4:	160	11
Region 5:	55	3
Region 6:	55	2
Region 7:	50	4
Region 8:	28	2
Totals:	694	43

2016 Employer members: 23
2016 Educator members: 671
2016 US States represented: 49
2016 Countries represented: 3

2015 Employer members: 23
2015 Educator members: 652
2015 US States represented: 48
2015 Countries represented: 3

2014 Employer members: 36
2014 Educator members: 665
2014 US States represented: 47
2014 Countries represented: 8

Vice President, Research and Surveys

Sarah Burrows

Lasell College

Accomplishments:

- Recruited a team of volunteers to sit on research committee- met virtually 4 times from June-December
- Publicized the call for nominations for the newly visualized student research project award
- Received a solid application for the research award- board voted to approve the nomination- to Cheryl Cates & team, research team was notified of the award
- Publicized the call for nominations for the Tyler and Wilson awards
- Received 2 nominations for the Wilson award-
- Received no nominations for the Tyler award
- The research committee created a rubric for each award to objectively assess the caliber of each nomination
- The research committee selected the winner for the Wilson award (Cheryl Cates)- and notified her of the award.

Vice President, Cooperative Education Program Network

Tracey Dowling

Florida State University

Committees:

Cooperative Education Student Achievement Award Selection Committee:

Mary Andrade, University of Louisville

Lisa Barlow, University of Cincinnati

Arlene M. Garrick, Bethune-Cookman University

Stephanie Lynch, Florida Institute of Technology Career Management Services

Erin Mullen, University of South Carolina Career Center

Anita H Taylor, Virginia Commonwealth University Engineering Career Center

Amy Ware, Christian Brothers University Career Services

Accomplishments

- Selected 2017 Cooperative Education Student Achievement Award Winner.
- Promoted 2017 Conference Proposals featuring Cooperative Education.
- Encouraged Cooperative Education nominees for the Charles F. Kettering Award.

Vice President, Employer Program Network

Hollis Zehnder

The Walt Disney Company

Committee(s):

- Charles Kettering Employer Award - Chair
- Nominations and Elections Committee – Participant
- Professional Development/Webinar Committee - Participant

Accomplishments:

- Charles Kettering Nomination Committee Chair in selection of 2016-2017 recipient of this award
- Participated on nominations and elections committee
- Hosted Winter CEIA Board meeting in Lake Buena Vista, FL
- Hosted Board Lunch at Winter CEIA Board Meeting
- Participated on Professional Development/Webinar Committee
- Developed and received leadership approval for 4 part Disney Hosted webinar series.
- Donating attendee bags for 2016 CEIA Conference
- Received approval for additional giveaways to be included in bags as well as door prizes

Vice President, Two Year Program Network

Jessy Jones

Sinclair Community College

Committees:

Awards Committee:

Lisa Phillips, Macomb Community College

Nancy Bocanegra, Borough of Manhattan Community College

Planning Committee:

Kyrsten Rue, Henry Ford Community College

Melissa English, Red Rocks Community College

Kathy Frederick, Wake Technical Community College

Accomplishments:

- Researched entire membership list to identify potential two-year/community colleges
 - Only 13 member institutions self-identified as belonging to the Two-Year Network
 - Obtained list of members from Peggy; of 400+ institutions and 900+ individuals on the list, identified 69 schools and 144 members who appear to work with two-year students
- Conducted network outreach in an effort to involve more two-year schools
 - Sent a mass email; message included purpose of the outreach, request to confirm position at two-year school, promotion for LinkedIn group, and ask for volunteers
 - Received 32 responses: 23 confirmed their position at a two-year school, 6 reported being retired, no longer involved, or having left their previous roles, and 3 new members were added (existing members noted they were new and would be added soon)
 - Approved 10 new LinkedIn group members
- Committee Development: Obtained two new volunteers for the Awards Committee and three for the Planning Committee
- Two-Year Award: Converted printed PDF rubric to digital MS Word form to streamline the review process; selected a winner (Jacob Kokoshka of County College of Morris); currently working with fellow scholarship committee chairs to update criteria on scholarship rubric

Vice President, Internship Program Network

Maria Kruger

Southwestern University

Committee:

Joe Aini (University at Albany)

Jill Litschewski (California State University – San Marcos)

Bill Minnick (Northwestern College – Iowa)

Accomplishments:

- Received and reviewed 10 applications for CEIA Intern
- Submission of CEIA Intern Student Achievement Award recipient
Eryka Williams
University of Central Arkansas
Hewlett Packard Enterprises – Global Delivery IT Intern

Vice President, Global Network

Jose Pereira

University of Toronto

Committee:

Professional Development

Accomplishments:

- Recruited University of Alberta and individual memberships to CEIA
- Worked with 2 candidates who have expressed interest in running for VP Global for the 2017/19 term

Vice President - Region 1

“Ronnie” Veronica Porter

Northeastern University

Committee:

Audit Committee – Served as a committee member

Accomplishments:

- Followed up with Region 1 members after the conference; distributed notes of Regional meeting; touched base with volunteers.
- Attended the Canadian Association for Cooperative Education (CAFCE) in August, 2016 in New Brunswick, Canada; gave greetings and updates on behalf of CEIA.
- Made contact with leadership of regional groups (CCEIA, NEACEFE, NYSCEEA); sent email on Call for Proposals and conference registration for CEIA Denver Conference 2017 and requested that it be disseminated.
- Sent Region 1 members and other regional groups information on Career Opportunities for Students with Disabilities Student Summit (topic of working with Students with Disabilities came up during Regional meeting).
- Organized and co-chaired a meeting with representatives from US Business Leadership Network, Career Opportunities for Students with Disabilities, former manager of the Workforce Recruitment Program and the leadership of the Association on Higher Education and Disability (AHEAD) to discuss strategies on improving access to employment opportunities for students with disabilities.
- Sent email to Region 1 members regarding opportunities to get involved with Experience Magazine. Kate Hohenthal from the University of Harford responded and was selected as an Associate Editor.
- Attended the Work without Limits/Massachusetts Business Leadership Network Conference, October 25, 2016
- Attended and presented at the New England Association for Cooperative Education and Field Experience (NEACEFE) Annual conference, November 7-8, 2016. Presentation included employer representative (Boston Scientific) from USBLN Going for the Gold Program and students from USBLN Rising Leaders Program.
- Attended and presented at the Career Opportunities for Students with Disabilities (COSD) Conference November 17, 2016.
- Attended and facilitated discussion among employers and students at the COSD Student Summit November 19, 2016.

Vice President - Region 1

“Ronnie” Veronica Porter
Northeastern University

Accomplishments Continued:

- Worked with the USBLN (US Business Leadership Network) on planning for and presenting the Webinar on ***Next & Best Practices for Achieving Employment for College Students with Disabilities***, December 7, 2016 (193+ participants). Program was co-sponsored by USBLN, AHEAD (Association on Higher Education and Disability) and CEIA.
- Sent email invitations to CEIA members regarding the webinar.
- Attended the ***Ride the Wave: Emerging Trends*** conference with Phil Gardner and employers on December 14.
- Worked with Cheryl Arruda (membership committee) on the development and implementation of strategies for communication with members and suggestions for expansion. We began the pilot of strategies in Region 1. These included:
 - -Development of a new members welcome survey
 - -Development and dissemination of a membership survey
 - -Development and dissemination of December/January and February monthly communication email which included five sections: a **question posted on LinkedIn** and an invitation to participate in the dialog, a “**did you know**” item, “**expert advice**”, “**featured local events**” and “**upcoming important dates**”.
- Featured “expert advice” from Rick DeVecchio, Quinnipiac University (CT) and Joe Catrino, Trinity College (CT) and Paula Perna, Ithaca College (NY)

Vice President - Region 2

Penelope (Penny) Grob

La Salle University

Committees:

Nominations Committee

Denver Conference Committee

Accomplishments:

- Attended Delaware Valley Career Planners Meeting representing CEIA
- E-mail reach out to current members for Student Nominations, CEIA renewals, Conference attendance
- E-mail to new members for Vail Training – CEIA Academy

Vice President - Region 3

Julie Hutt

University of South Carolina Honors College

Committees:

2019 Site Selection Committee (Chair):

Dawn Koeltzow, Bradley University

David Caffo, Wilmington University

Nominations Committee:

Kelly Harper, University of Cincinnati (Chair)

Penny Grob, La Salle University

Andrew Harper, St. Edward's University

Accomplishments:

- Communication to Region 3 members regarding Experience Magazine abstract submission
 - Submitted abstract proposal to Experience Magazine
- Submission of RFP's to Midwest region for 2019 CEIA Conference
 - Review site selection proposals submitted and selected target location
 - Site visits completed March 5th-7th (total of 5 hotels in one city)
 - Submitted committee recommendation for 2019 CEIA Conference
- Outreach to Region III members and State Representatives to include;
 - Bios and contact information for each state representative. Submitted to CEIA for website updates
 - Region 3 membership renewal reminders (individual calls)
 - Region 3 welcome to new members and first time conference attendees
 - Invitation to current CEIA members not currently registered for 2017 conference
 - Implementation of monthly Region III e-mail communication
 - Diane Mellon, University of South Florida
 - Erin Mullen, University of South Carolina
 - James Novak, University of North Carolina-Charlotte
 - Lisa Gooden-Hunley, Mississippi State
 - Makesha Hillery, Georgia State University
 - Vacant, Tennessee
 - Vacant, Kentucky
 - Vacant, Puerto Rico
- Attended CEIA board meetings

Vice President - Region 4

Anderson Lee

Creating IT Futures

Accomplishments:

- Corresponded with incoming VP, Region 4-Midwest about role and initial board meeting before 2017 Annual Conference
- Reviewed agenda for 2017 Annual Conference and welcomed several first-time presenters from Region 4 through LinkedIn
- Attended winter board meeting in January 2017
- Encouraged members from Region 4 who attended the 2016 Annual Conference in Dallas to renew their memberships and register for the 2017 Annual Conference
- Contacted members through LinkedIn who have transitioned to different institutions since 2016 Annual Conference and invited them to remain connected to the association
- Notified several members from Region 4 about upcoming opening on the board and received definitive interest from one
- Arranged to have presenter surveys and annual reports for 2017 Annual Conference printed below cost
- Shared information about 2017 Annual Conference in Denver with campus recruiters representing large employers and recruiters with large staffing companies
- Participated in virtual board meeting held in June 2016
- Thanked exhibitors and members from Region 4 who attended 2016 Annual Conference in Dallas

Vice President - Region 5

Andrew Harper

St. Edward's University

Accomplishments:

- Attended the November 2016 Central Texas Liberal Arts Career Consortium Meeting at Google Austin and promoted CEIA and the conference.
- Served on the Texas Cooperative Education Board of Directors as an ex-officio member representing CEIA.
- Promoted CEIA and the annual conference through mass email campaigns, LinkedIn posts and through #CEIA2017 on Twitter.
- Researched and proposed options for displaying #CEIA2017 tweets during the conference.
- Researched and proposed social media contest during annual conference.
- Joined the committee coordinating the TxCEIA annual conference being held in July 2017 in Austin, Texas and am assisting with finding speakers.
- Completed two year Local Arrangements Co-Chair position as a member of the Southern Association of Colleges & Employers Conference Planning Committee; promoted CEIA at SoACE Conference in Fort Lauderdale, Florida in December 2016.
- Submitted blog for CEIA News Brief previewing speed session topic at the annual conference in Denver.

Vice President - Region 6

Sara Muzzy

Wichita State University

Accomplishments:

- Develop and maintain Facebook presence for region 6 members to exchange ideas and outreach
- Assist at the national conference and served on the Denver conference speaker selection (committee)
- Finalize membership renewal list and current contacts for region 6 and promote attendance to upcoming conference
- Follow-up with current members in Region 6 Mountains / Plains in regards to submitting proposals and nominations for the 2017 annual conference
- Referred current members to NAWIL and summer CEIA Academy to support professional development

Vice President – Region7

Al King

Lane Community College

Accomplishments:

- Established regional meetings in Washington areas, east and west areas
- Working to support and establish possible high school CEIA memberships/High School Cooperative Education opportunities that support pathway development
- Working to support national movement of introduction of Cooperative Education internship opportunities that support high school to college/university articulations
- Supporting and working with other CEIA officers to help develop best practices to include high school internships supporting articulation, progression and completion of programs of study and student success
- Increased communications to Hawaii membership as well as attendance of national conference
- Increased communication across region 7 with all members

Conference Chair - 2017

Molly Thompson

Metropolitan State University - Denver

Accomplishments:

- Developed the conference committee structure, updated the charges, chose committee chairmen, secured participants, and provided leadership to an amazing group of committee members.
- Attended CEIA board meetings in person or by phone to give updates on conference planning and receive advice on major decisions and budget items.
- Attended most committee meetings and provided updates for committee members.
- Provided leadership for all committees: Keynote Committee, Program Committee, Local Arrangements Committee, Digital Marketing Committee, etc.
- Aided decision making, contract discussion, and provided leads for Audio/Visual, Sponsorships, Registration, Catering, and Entertainment.
- Promoted call for proposals, conference registrations, sponsorships.
- Found local companies to donate products to conference and for raffles.
- Developed text for the CEIA website and checked information for accuracy and provided photos for the website and print materials.
- Coordinated hotel arrangements, catering, and meeting space.
- Organized contracts and agreements for activities and entertainment, including securing donations to cover some of the costs and planning a Dining Out in Denver night.
- Planned the final program and confirmed all speakers.
- Wrote speaker contracts for keynote, plenary, and jazz band.
- Coordinated recognition party for committee members.
- Sourced locations for board dinner.
- Designed and implemented a new t-shirt campaign.

Conference Chair - 2018

David Caffo

Wilmington University

Committees:

- 2017 Conference Planning Committee
- 2017 Program Committee
- 2017 Conference Local Committee
- 2019 Site Selection Committee

Accomplishments:

- Participated in 2016 conference planning committee activities and meetings
- Assisted in choosing speakers for Denver, 2017
- Participated in site selection for 2019
- Designed “Save-the-Date” for 2018
- Selected 2018 introduction video “This is Charleston”

History of Cooperative Education and Internships

- Late 1800's the Industrial Revolution was underway with new innovations and technologies creating a demand for specialized knowledge and training in the workplace.
- The Morrill Act of 1861 (Land Grant Act) provided funds to establish colleges devoted to agriculture and mechanical arts.
- Colleges responded with new courses of study – practical education – education for a specific field now became acceptable.
- The philosophical foundation for cooperative education was also taking place.
- William Dewey – “There is an intimate and necessary relation between the process or actual experience and education.” Dewey believed that people learned from experience and doing.
- 1872 Herman Schneider, co-op founder, is born in Summit Hill, PA.
- Herman Schneider – “if you want to educate a student to become an engineer, then you should provide that student with the opportunity to practice being an engineer.”
- 1899, the cooperative system of education is proposed at Lehigh University in PA.
- 1903, Herman Schneider arrives at UC from Lehigh University to serve as Professor of Civil Engineering.
- September 24, 1906, Dean Herman Schneider, University of Cincinnati, Co-op is founded.
- Structured method of combining academic education and practical work experience.
- **Cooperative education** is a structured method of combining classroom-based education with practical work experience. A cooperative education experience, commonly known as a "co-op", provides academic credit for structured job experience. Co-op experiences are either full-time (40 hours per week) alternating periods (semester, quarter) of work and school or part-time (20 hours per week) combining work and school during the same time period. Co-op experiences are paid, supervised by a professional who has followed the same career path of the student and students complete more than one assignment (2 or more) with progressive levels of responsibility.
- **Internship** is an experience involving student's working in their expected career field, either during a semester or over the summer. Internships may be paid or unpaid and may or may not carry academic credit. Internships are typically one time experiences. Internships are typically connected to an academic program with course requirements designed and monitored by faculty. Internships generally have related learning outcomes and academic assignments required.
- Originally alternating work and school weekly.
- First co-op class had 27 students and 13 companies.
- First wages in 1906 were 8-10 cents an hour.
- Co-op was proven applicable to fields other than engineering:
- University of Cincinnati – Nursing – 1915
- Ohio Mechanics Institute – 1920

- Antioch developed liberal Arts Co-op
- First women co-op at the University of Cincinnati
- Association of Cooperative Colleges founded in 1926 –first professional association for cooperative education – First meeting at the University of Cincinnati – Herman Schneider elected President.
- 1929 become a division of the Society of Promotion of Engineering Education (later ASEE) – became the Cooperative Education Division (CED) of the American Society of Engineering Education – changed to Cooperative and Experiential Education Division (CEED) in 2009.
- Upon graduation in 1934, wages were 35 cents an hour for a ten-hour work day, a sum of \$13 per week.
- The National Study of Cooperative Education was completed by Jim Wilson of RIT and Edward Lyons of University of Detroit, book published in 1961 “Work-Study College Program.”
- Chaired by Clement J. Freund (ASEE’s President in 1948-49), a CED committee published, “The Cooperative System – A Manifesto.”
- Spelled out the primary principles of cooperative education including a formal definition and the objectives of this system of education.
- First co-op program in Canada, University of Waterloo, now the largest program in the world.
- 1956 – 50th Anniversary of Cooperative Education celebrated at the University of Cincinnati.
- The National Commission for Cooperative Education (NCCE) was founded to promote co-op and to raise funds in its behalf. Ralph Tyler named chairman.
- 1963 the Cooperative Education Association is established with Don Hunt and Frank Jakes taking the lead to represent the interests and promote the expansion of co-op, especially in non-engineering disciplines.
- Northeastern University received a Ford Foundation Grant to establish the first co-op training center to help develop new co-op programs.
- CEA held its first annual conference in Detroit, Michigan in 1964 under the leadership and guidance of Donald C. Hunt from the University of Detroit.
- Research in the field of Cooperative Education became a key element to demonstrating the success of programs and the Journal of Cooperative Education was established in 1964.
- Title VIII of the Higher Education Act of 1965 provided more impetus for the growth of co-op programs.
- During the period of federal funding members of the co-op community spend significant amounts of time in DC and connecting with Legislative members to push the co-op agenda.
- Title VIII helped programs expand into business, health and liberal arts as well as offering opportunities for non-traditional students to work in their career field while taking classes.

- Programs were expanded to allow adult students the opportunity to co-op after the regular work day or on weekend as well as modifying their current job to learn new skills related to their area of study.
- First programs began with alternating semesters of work and academic and expanded during Title VIII funding to parallel co-op programs of part-time work and academics concurrently.
- The National Conference on Cooperative Education was held in 1971.
- First World Conference on Cooperative Education held in London in 1979
- The World Association for Cooperative Education (WACE) is formed in 1983.
- The National Ad Campaign (\$30 million) for Cooperative Education in 1985 brought cooperative education to the forefront of university and college administrators as well as employers. This public campaign drove a strong progress in establishing partnerships across the country.
- Number of programs grew from 277 in 1971 to 1012 in 1986.
- Employer and Educator Cooperative Education Training Centers opened in five regions of the country training over 30,000 practitioners, plus a National Center for Employer Training at the University of Cincinnati and also the National Commission for Cooperative Education (NCCE) Training Center.
- Funding for programs and developing institutional support were hot topics for consideration in the late 1980's and early 1990's due to declining Title VII funding and the desire for colleges and universities to maintain their vibrant co-op programs.
- Workshops were offered to educators and employers on How to Start A Co-op Program, How to Fundraise, Developing Effective Partnerships, Nuts & Bolts of Cooperative education, Gaining Institutional Support, Making your Program Comply with Accreditation Outcomes.
- Coalition of CEA, CED, NCEE formed to provide mechanism for speaking with one voice on major issues or opportunities for co-op.
- The DACUM Study for Co-op Office positions such as Director, Co-op Coordinator, Job developer was completed to help members of the co-op community build and enhance their existing programs through proper staffing
- Today, approximately 1000 colleges and universities in 43 countries, with 76,000 employers and 310,000 students participating annually in co-op partnerships
- Cooperative Education and Internship programs today vary from individual experiences to multiple experiences with increased levels of responsibility working part-time or alternation semester of work and school
- Students and employer participants generally complete evaluations of their experiences to document the program success as well as the complete of other academic assignments depending on each programs requirement.
- Co-op and internships are generally paid and in many programs academic credit or transcript notation is a component of a successful program.
- Engineering and Business Program Accreditation brought with it the desire for co-op and internship professionals to assess program outcomes and establish success measures.

- In the 1990's technology comes to co-op and internship offices to help connect professionals, employers, students and to form list serves for ongoing communication and sharing.
- College/Corporate relationships for co-op more difficult to maintain due to turnover and long standing programs being ended.
- Budget begins to tighten in higher education making it very difficult to maintain and grow co-op and internship programs.
- 1998 the Accreditation Council for Cooperative Education was established with 12 college and university programs accredited to date.
- Internship is added to CEA making the organization new name CEIA (late 1990's)
- The National Academy of Work-Integrated Learning (NAWIL) of CEIA is founded to provide professional training to co-op and internship practitioners.
- Consolidation of co-op and internships into Career Services to increase organizational efficient and budget management.
- 100th Anniversary of Cooperative Education
 - 2006 University of Cincinnati
 - 2009 Northeastern University
 - 2009 Drexel University
 - 2009 Kettering University
 - 2011 University of Detroit Mercy
 - 2012 Georgia Institute of Technology
 - 2012 Rochester Institute of Technology
 - 2014 University of Akron
 - 2019 Drexel University